

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

MINUTES OF A REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
OCTOBER 14, 1977, IN THE FACULTY  
CONFERENCE ROOM, SIXTH FLOOR,  
LISNER HALL

1 Provost Bright called the meeting to order at 2:15 p.m.

Present: Provost Bright, Registrar Gebhardtsbauer, Parliamentarian  
Smalls, Adams, Amling, Birnbaum, Ginsburg, Heddesheimer,  
Hill, Jones, McDonald, Morgan, Rashid, Schiff, Schwartz,  
Schwoerer, Snodgrass, Tillman, Vaill, Wayne, Wood, and  
Ziolkowski

Absent: President Elliott, Fox, Kaye, Kramer, Kurtz, Kyriakopoulos,  
Liebowitz, Lessin, Linton, Plotz, Reesing, Rockoff, Sapin,  
Solomon, Walker, and Zenoff

2 The minutes of the regular meeting of September 9, 1977, were distributed  
at the meeting; Professor Morgan apologized for the late distribution of the  
minutes; and the minutes were approved.

3 Professor Morgan, on behalf of the Executive Committee, moved Resolution 77/7,  
"A Resolution Concerning Amendments to the Grievance Procedures for Students Alleging  
Discrimination," and the motion was seconded. Professor Morgan stated that the  
amendments were submitted by the Office of the Assistant Provost for Affirmative  
Action to the Executive Committee for review, and that Assistant Provost Phelps  
was present to answer any questions the members might have regarding the proposed  
amendments.

Professor Schiff asked a question regarding the first proposed change - the  
addition of the words "or handicap" in Section I and Section I.B of the Grievance  
Procedures. He asked Assistant Provost Phelps how the word "handicap" might be  
interpreted with reference to a specific case he had in mind, i.e., a laboratory  
course offered on a floor inaccessible by elevator to a handicapped person. Professor  
Schiff wondered if that person, for example, could file a charge of discrimination  
despite the fact that it would be unreasonable to move the lab to an accessible floor.  
Assistant Provost Phelps responded that with regard to problems posed by structural  
barriers, the University is under an obligation to make programs accessible to every  
body. She said that while Professor Schiff's example was a difficult problem because  
of the non-interchangeability of a laboratory as opposed to changing classes to  
accessible floors, it, nevertheless, was going to have to be solved, and solved in  
a manner satisfactory to HEW. Provost Bright commented that he thought that, in the  
particular type of instance Professor Schiff referred to, the University probably  
couldn't move the laboratory but that the University would have to provide some method  
of getting the student to the lab, even if it meant carrying the student there.

Further discussion followed by Professor Schiff, Provost Bright, and Professor Ginsburg. With reference to the proposed amendment to Section II.C to add the words "or if the academic or administrative department chairman wishes to disqualify himself/herself because of prior knowledge of the matter," Dean Vaill asked whether it wouldn't also be possible for a dean or a vice president to disqualify himself. Assistant Provost Phelps responded that that was a difficult problem because in this particular instance the dean or the vice president would be the final decision maker, and since it was assumed that the department chairman had already reviewed the situation, there didn't seem to be any point in asking him or her to review it again. A discussion followed by Dean Vaill, Ms. Phelps, and Provost Bright. Professor Wood moved adoption of an amendment to Section II.C with language to be worked out which would incorporate Dean Vaill's suggestion that if any individual chose to disqualify himself or herself, the Assistant Provost for Affirmative Action would refer the matter to the next highest officer above that individual. Professor Wood's motion was seconded, and the amendment, as proposed to be worked out, was adopted by the Senate. The question was called on the original resolution, as amended, and it was adopted.

[The following language was subsequently worked out as an amendment to Section II.C in the form of a third paragraph to be added under Section II.C of the original Resolution Concerning Amendments to the Grievance Procedures for Students Alleging Discrimination (77/7):

If, because of prior knowledge of the matter, the Dean or Vice President wishes to disqualify himself/herself from performing any of the functions outlined in these grievance procedures, the matter will be referred to the President or Provost who shall designate another Dean or Vice President to perform one or more of the functions outlined in these procedures.

Submitted by the Office of Assistant Provost for Affirmative Action.]

- 4 Professor Schwoerer, Chairwoman of the Appointment, Salary and Promotion Policies Committee, moved the nomination of Professor Martha N. Rashid for election to the Appointment, Salary and Promotion Policies Committee. Provost Bright called for any other nominations from the floor. There were none and Professor Rashid was elected unanimously to the Appointment, Salary and Promotion Policies Committee.

Professor Wayne, Chairman of the Athletics Committee, moved the nomination of Mr. Ronald A. Whitmore, Director, Educational Opportunity Program, for election to the Athletics Committee. No other nominations were made from the floor, and Mr. Whitmore was elected unanimously to the Athletics Committee.

- 5 Under Brief Statements, Professor Amling, Chairman, University Development and Resources Committee, said he would like to advise the Senate that his Committee had recently sent a letter to all the deans and administrative officers involved in development-alumni relationships asking for a progress report with regard to their implementation of Resolution 77/1 adopted by the Senate April 8, 1977, concerning establishment of an Office of Alumni Relations and Development and an Alumni Association in each degree-granting school, college, or division.

Professor Morgan said that he wanted to remind the members that Resolution 77/5 concerning faculty productivity had been deferred for action until the November Senate meeting, and he asked that all Senate members make every effort to be present at the November 11th Senate meeting for deliberation on that resolution.

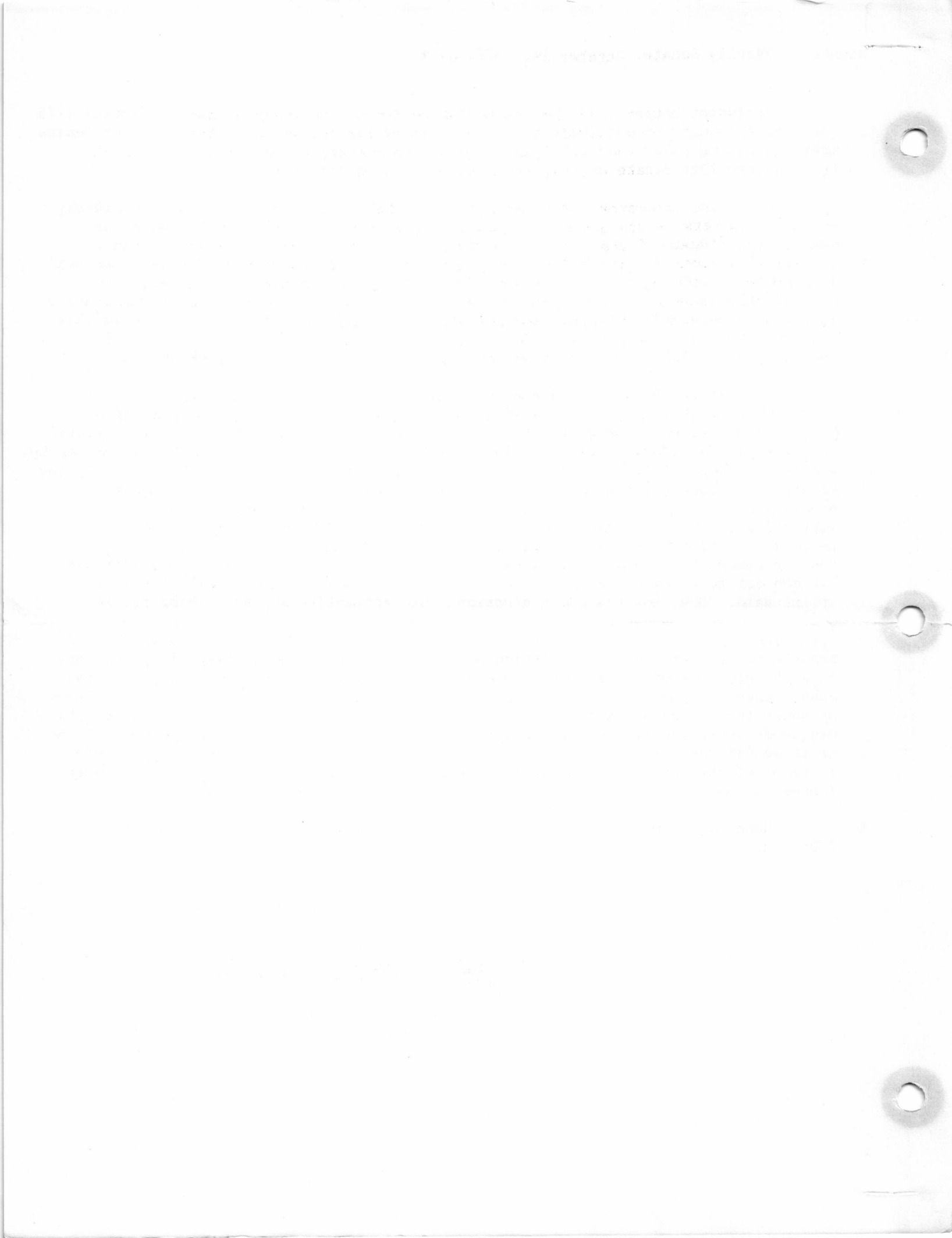
Professor Schwoerer commented briefly on behalf of the Friends of the Library and asked members of the Senate to call to the attention of their colleagues the need of the Friends of the Library for faculty membership and she invited Senate members themselves to join if they were not already members of the Friends. She said it might very well be that members of the faculty were not aware of the existence of this body whose activities include, among other things, sponsorship of the monthly luncheon lectures and management of the special collections displays. She said that the membership fee was a modest \$10.00 and that she had on hand applications for membership for anybody who was interested in joining the Friends of the Library.

Provost Bright said he wished to make a comment "in the interest of what I choose to call efficiency." He said he had received a call from a Chairman of a Senate Committee who invited him to speak to his committee in connection with several things that had arisen in their deliberations, one of which, if he understood correctly, was the statement that the administration had decided to restrict very drastically the granting of sabbatical leaves. Provost Bright said that "there wasn't a particle of truth in that" and that it would be very helpful if members of the faculty, particularly members of the Senate, would simply call him or call someone who ought to know, in order to correct this kind of misinformation. Another example, he said, was the rumor, which came up in a committee discussion, that the administration had decided not to allow anyone who does not now have tenure to get tenure. Provost Bright said, "Now, how the administration could accomplish any such thing is, of course, beyond my understanding, but the truth of the matter is that the administration has never considered any such thing. If anyone who is discussing this would take the trouble to pick up the phone and find out, it would save a great deal of discussion. I think that some of these rumors that go around are very, very harmful. . . if you aren't careful, there will be somebody who wasn't at the meeting who will have picked up something which indicates that the whole tenure system is being thrown out of the window or something like that. We don't have the power to do that and we wouldn't do it if we did have the power. This administration has generally over the years been in favor of the tenure system and I think it will continue to be. That's really all I have to say."

6      Upon motion made and seconded, Provost Bright adjourned the meeting at 2:35 p.m.



Robert Gebhardttsbauer  
Secretary



THE GEORGE WASHINGTON UNIVERSITY  
Washington D.C.

The Faculty Senate

October 4, 1977

The Faculty Senate will meet Friday, October 14, 1977, at 2:10 P.M., in the Faculty Conference Room, Sixth Floor, Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of September 9, 1977
3. Resolutions:

A RESOLUTION CONCERNING AMENDMENTS TO THE GRIEVANCE PROCEDURES FOR STUDENTS ALLEGING DISCRIMINATION (77/7), Professor John A. Morgan, Jr., Chairman, Executive Committee (resolution attached)

4. General Business:

Nomination for election of Martha N. Rashid, Professor of Education, to the Committee on Appointment, Salary, and Promotion Policies

5. Brief Statements
6. Adjournment



Robert Gebhardt Bauer  
Secretary

A RESOLUTION CONCERNING AMENDMENTS TO THE GRIEVANCE PROCEDURES  
FOR STUDENTS ALLEGING DISCRIMINATION (77/7)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate recommends the adoption of the following amendments to the Grievance Procedures for Students Alleging Discrimination:

1. In Section I, paragraph one, line four, and in Section I.B, line two: strike "or" before "national origin" and insert a comma and the words "or handicap" after "national origin."
2. In Section II.C, paragraph two, line three: insert after the comma the words "or if the academic or administrative department chairman wishes to disqualify himself/herself because of prior knowledge of the matter" and a comma.
3. In Section II.E.4, at the end of paragraph three: add the sentence "The Assistant Provost for Affirmative Action shall distribute copies of the Committee's findings to both parties."

Executive Committee  
September 30, 1977